

Cultural Awareness, Respect and Equity (CARE) Rx

Article I –Name, Purpose, and Non-Discrimination Policy of the Organization

Section 1: Name: Cultural Awareness, Respect and Equity (CARE) Rx

Section 2 - Purpose: CARE Rx is a student-run organization committed to promoting an academically enriching and supportive environment, allowing all students of the College of Pharmacy to feel welcomed and appreciated regardless of their background. We aim to recognize, respect, and value people’s differences in hope that all members are able to achieve their full potential by promoting an inclusive culture for all students. We are committed to exploring the intersection between culture and pharmacy, and the impacts that patients’ cultural identities have on the care received from pharmacists. Pharmacy education has shown that students who learn as part of a diverse student body are more inclined to care for patients from diverse backgrounds than are those graduating from less diverse institutions. For this reason, we believe diversity at The Ohio State University College of Pharmacy will create well – informed leaders and optimize their ability to provide health care for all.

Section 3 - Non-Discrimination Policy: CARE Rx does not discriminate on the basis of age, ancestry, color, disability, gender identity or expression, genetic information, HIV/AIDS status, military status, national origin, race, religion, sex, sexual orientation, protected veteran status, or any other bases under the law, in its activities, programs, admission, and employment.

As a student organization at The Ohio State University, CARE Rx expects its members to conduct themselves in a manner that maintains an environment free from sexual misconduct. All members are responsible for adhering to University Policy 1.15, which can be found here:

<https://hr.osu.edu/public/documents/policy/policy115.pdf>. If you or someone you know has been sexually harassed or assaulted, you may find the appropriate resources at <http://titleIX.osu.edu> or by contacting the Ohio State Title IX Coordinator at titleIX@osu.edu.

Article II - Membership: Qualifications and categories of membership.

Voting membership is limited to currently enrolled Ohio State students. Others such as faculty and graduate students are encouraged to become members but as non-voting members.

Article III - Organization Leadership.

Organization leaders represent the Executive Committee and general membership and are elected or appointed from the ranks of the organization’s voting membership. **All Executive Committee members will hold one-year terms of office.**

President: As President, one must preside and set the meeting agendas, delegate tasks, oversee all organizational actions, and work with the secretary to assign conversation partners. The President must be a representative of CARE Rx to the Pharmacy and The Ohio State University community.

Vice President: As Vice President, one must assume the duties of the President in his or her absence, direct Constitutional updates and revisions, assist election of officers, represent organization at official functions and perform other duties as directed by the President.

President-Elect: As President-elect, one is responsible to shadow the current President to learn their roles and responsibilities.

Treasurer: As Treasurer, one must collect all organizational finances, keep a record of all organizational funds, coordinate food arrangements and reserve rooms and associated technology needs for all CARE Rx meetings.

Treasurer-elect: As treasurer-elect, one will shadow the current treasurer chair to assume the role of treasurer during the following academic year.

Marketing Chair: As the officer, one must preside over public relations, be accountable for membership records, new student member applications, and advertisement for the organization. Manage the CARE Rx social media websites, announce weekly conversation topics, archive topics and documents about communication, announce events and/or meetings, and weekly conversation topics.

P1 Liaison: As the P1 Liaison, one must serve as mediator between the executive board and the P1 class, convey announcements to classmates, promote membership drive, attend all executive board meetings, handle sale of promotional supplies and keep executive board up to date with class and exam schedules.

Article IV – Method of Selecting and/or Removing Officers and Members.

Office Position Selection: Executive Committee positions will be selected through voting each Spring Semester. Candidates will submit a statement defining their interest in serving in particular roles for the organization, which will be reviewed by the executive committee. **Members may apply for a consecutive term, or a different leadership position, but must re-apply and may not vote on that position.**

General Membership Selection: Students should submit an application to the Marketing Chair for review and distribution to the Secretary and President. Partners will be selected by the Secretary and President, taking into consideration student interests, goals and schedules.

Removing Officers and Members: General members and elected leaders will conduct themselves in a way that reflects well on the organization, and meet roles and responsibilities for elected leaders. In the event that a member or leader does not meet those expectations, the organization objectively considers the member's or leader's probationary membership status or removal from the organization through **Executive Committee meeting**. The Executive Committee meets to discuss issues or concerns, brings the member or leader to the meeting to address the situation, and makes a collective decision regarding their continued involvement in the organization.

If a member engages in behavior that is detrimental to advancing the purpose of this organization, violates the organization's constitution or by-laws, or violates the Code of Student Conduct, university

policy, or federal, state or local law, the member may be removed through a majority vote of the officers in consultation with the organization advisor.

Any elected officer of the chapter may be removed from their position for cause. Cause for removal includes, but is not limited to: violation of the constitution or by-laws, failure to perform duties, or any behavior that is detrimental to advancing the purpose of this organization, including violations of the Student Code of Conduct, university policy, or federal, state, or local laws. The Executive Committee may act for removal upon a two-thirds affirmative vote of the executive board in consultation with the organization advisor.

In the event that the reason for member removal is protected by the Family Educational Rights and Privacy Act (FERPA) or cannot otherwise be shared with members (e.g., while an investigation is pending), the executive board, in consultation with the organization's advisor, may vote to temporarily suspend a member or executive officer

Article V – Advisor Qualification Criteria.

The faculty advisor for CARE Rx will be a member of the University faculty or Administrative & Professional staff. They are responsible for providing support and guidance as needed.

Article VI – Meetings of the Organization.

The ideal frequency of conversation partner meetings is weekly, allowing for flexibility with schedules and academic workload. Two meetings for the Executive Committee members are required each academic term except for summer. At least one general meeting with all CARE Rx members will be held.

Article VII – Method of Amending Constitution.

Proposed amendments should be in writing, should not be acted upon but read in the general meeting in which they are proposed, and then posted online for general voting members to vote on the proposal. Approval should require majority of voting members approval. The constitution should not be amended easily or frequently.

Article VIII – Method of Dissolution of Organization.

CARE Rx will dissolve if all active members agree the organization will no longer continue through a vote. If the CARE Rx organization dissolves, the current president under the leadership of the faculty advisor will contact OSU Student Life for guidance on return of assets and management of debt.

Constitution Created 7/2016, revised 10/2024